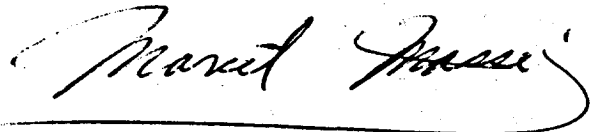


Everything possible will be done to minimize uncertainty and difficulty for individuals. At the same time, I am going to have to request maximum understanding and flexibility on behalf of everyone to ensure that the transition goes smoothly and that we put in place an effective organization with the right people in the right positions.

22. I will ensure that all departmental employees are kept abreast of developments as we move towards implementation.

V. CONCLUSION

23. The potential advantages of this organizational change are very significant for the Department's future. The creation of the five geographic branches will result in clear accountability for regional and bilateral policies and operations, a framework for the development of coherent and mutually supportive policies and programs across the range of departmental activities, and a single geographic focal point for posts abroad, for exporters, the rest of government, and other constituents and foreign governments. The four functional branches will be structured to provide clear responsibilities for departmental involvement in domestic and sectoral issues and provide single functional focal points for other government departments, the business communities and NGOs. This structure should provide the basis for a considerable period of stability in the future. It will take a great deal of effort and commitment on behalf of us all over the next months, both before and after formal implementation. The result should be a unified, more effective and happier Department in which we all can be proud to serve.



Marcel Massé